

Integrated Stakeholders Approach EMS Meeting

Tuesday, January 25, 2005

Agenda

Introduction to EMS

Becky Whitaker

Keith Lyle

Contact Information

ISA Name - Brainstorm

ISA Name - Rank

Governance Structure - Brainstorming

Electronic Meeting Support Feedback

TABLE OF CONTENTS

Contact Information	3
ISA Name - Rank.....	5
Governance Structure - Brainstorming	5
Electronic Meeting Support Feedback.....	7

Contact Information

Industry

1. Nick Shields
nicholas.l.shields@boeing.com; Boeing Technical Fellowship; 256.461.3744
2. Elizabeth Morard, Qualis Corporation, elizabeth@qualis-corp.com
3. Tina Branch, Boeing, tina.r.branch@boeing, community organizations
4. Charles F. Blass, Teledyne Solutions, Inc., charlie.blass@tdytsi.com, Parent
5. Jason P Hundley, Northrop Grumman Corporation, jason.hundley@ngc.com, parent
6. Thad Mauldin, Qualis Corporation, tmauldin@qualis-corp.com, none

Government

1. Terry Odum, NASA/Marshall Academic Affairs Office, terry.e.odum@nasa.gov

Parent

Educator

1. Marty J. Eaton, JF Drake State Technical College, eatonm@drakestate.edu, parent
2. Vicki Smith, Huntsville City Schools, vpsmith@hsv.k12.al.us
3. Brenda Terry, NSSTC Education and Public Outreach, brenda.terry@nsstc.uah.edu
4. Richard Hugh Comfort, The University of Alabama in Huntsville (retired), comfort@comcast.net ,
5. Gerald R. Karr, Alabama Space Grant Consortium, UAH, karr@eng.uah.edu
6. Sandra Enger, UAH, engers@uah.edu

Media

1. April Wortham, The Tuscaloosa News, april.wortham@tuscaloosaneews.com

Students

Community organizations

1. Laurie Provin, Deputy Director, Sci-Quest, lprovin@sci-quest.org
2. Cheryl Schultz, Director of Workforce Development, Huntsville/Madison County Chamber of Commerce, cschultz@hsvchamber.org, Junior Achievement Board Member
3. Philomena Grodzka, Huntsville Association of Technical Societies (HATS), grodzka@huntsbama.us;
nhone
4. Andy Setlow, STEDTRAIN/AFCEA, AndySetlow@att.net
5. Woody Williams, HATS, HATS STEDTRAIN, IEEE, ISA, First Baptist Church;
woody@imagefactorsouth.com

Health care

Law Enforcement

Social Services

Other

1. Robin L. Denson, Al Mathematics, Science and Technology Education Coalition, denson@nsstc.uah.edu, educator,
2. Martha Hammond, Oak Ridge Associated Universities/Oak Ridge Institute for Science and Education; hammondm@orau.gov; educator
3. Cindi Branham, UAH, branhamc@uah.edu, 256.824.6504

ISA Name – Brainstorm

ISA Name - Brainstorm

1. Coalition for Workforce Development
2. Stakeholders for the Future
3. SIWF, Stakeholders Integrating for Workforce Development
4. Integrated Stakeholder Coalition
5. Stakeholders for Workforce Development
6. Integrated Stakeholder Coalition for Workforce Development
7. BWC (Better Workforce Coalition)
8. Stakeholder approach to Workforce Development
9. Integrated Coalition of Workforce Development Stakeholders
10. Future Force Development Team
11. Workforce Preparedness Coalition
12. Workforce Stakeholder Coalition

STEM

1. STEM Stakeholders
2. STEM Integrated Stakeholders (STEMIS)
3. STEM ISA (Science, Technology, Engineering, and Math Integrated Stakeholders Approach)
4. STEM Integrated Stakeholder Coalitiion (STEM ISC)
5. Integrated Stakeholders for STEM Education (ISSTEME)

Education

1. Education Stakeholders
2. Education Force to the Workforce
3. SITE - Stakeholders Integrating for Technical Education
4. SEE - Stakeholders for Education Evolution
5. ISE - Integrated Stakeholders for Education
6. Alabama Education, Business and Community Alliance
7. Stakeholders Coaliton for Educating the Workforce
8. Business and Education Alliance

Tag lines

1. Waypoint
2. Future-Now
3. Preparing tomorrow's workforce today
4. working together for a better workforce
TAG LINE: growing what works for a better workforce and a better tomorrow {#22}
5. Fixing the Future Workforce Deficiencies
6. TTJ (Training for Tomorrow's Jobs)

Geographic/Regional

1. Huntsville/Madison Integrated Stakeholders' Coalition
Huntsville/Madison County Integrated Stakeholders' Coalition {#25}
2. Alabama Integrated Workforce Coalition
3. Future Force Alabama
4. North Alabama Integrated Workforce Development Council
5. Future Workforce America

ISA Name - Rank

Voting Results

Multiple Selection (maximum choices = 3) (Allow bypass)

Number of ballot items: 12

Total number of voters (N): 22

Total

16	1. Integrated Stakeholder Coalition for Workforce Development
12	2. Stakeholders for Workforce Development
9	3. Coalition for Workforce Development
7	4. Workforce Stakeholder Coalition
5	5. Integrated Stakeholder Coalition
4	6. Integrated Coalition of Workforce Development Stakeholders
2	7. Stakeholder approach to Workforce Development
2	8. Future Force Development Team
2	9. Workforce Preparedness Coalition
1	10. Stakeholders for the Future
1	11. BWC (Better Workforce Coalition)
0	12. SIWF, Stakeholders Integrating for Workforce Development

Governance Structure - Brainstorming

1. System Engineering Governance: Integrated Expectation or Group Needs Team for defining issues actions and the products, and Integrated Product Team for performing actions develop the development approach, Facilitator to ensure common language prioritize needs and actions.
2. Executive Chair, (Possibly with Advisory Group), Executive Cmte (Chairs of Op Cmtes),, Operating Cmtes,
3. A champion lead (e.g. CEO) who understands the needs and issues and can influence peers at the CEO level to become involved. A board of directors with members consisting of representatives from each of the stakeholder groups. The structure will need a way to facilitate ongoing leadership (i.e. members rotate in and out of leadership positions). Each leader has a committee that represents the stakeholder groups and reports back to the Director (Lead)..
4. (1) The Executive Steering Team is comprised of designated representatives from each of the key stakeholder groups. (2) Each key stakeholder group first forms a team (ie. business team, the education team, etc.) from representatives who have assigned the responsibility, accountability and authority to act on behalf of their entity by their CEO or organizational executive. (3) CEO's and organizational executives will be contacted by the initial working group members to assign a rep after the TEAMS event on 3/31. (4) Stakeholder Teams are not limited in size or number nor will any stakeholder be denied a place in the key stakeholder groups.
5. Set up 501(c)(3) with a BOD and a named Executive Director to guide the stakeholder working group functions.

Pro's

2 & 5 organize the structure with 3 & 4 describing the group.

Teams and committees function within this structure {#30}

Model of Bylaws can be easily obtained.

This structure is a proven structure of which many of this group are familiar. {#31}

The integrated product team approach needs to be developed. {#34}

501(c)(3) would facilitate funding and take the "ownership" off of any one stakeholder representative {#35}

Like the Systems Engineering Governance approach {#42}

If 2 - 5 are functioning properly, then the system engineering of 10 will be very functional {#48}

Con's

The 501(c)(3) approach has not worked in the past. {#36}

As with vast majority of similar efforts, commitment of stakeholders with authority and funding is essential but difficult to achieve. {#37}

Concern about consideration to integrate this group as a part of HATS or under AMSTEC This organization involves a larger stakeholder group and needs to have its own 501(c)(3). Having the 501(c)(3) isn't what makes an organization "work" but does offer funding write-off options. Then the real work begins. {#41}

lengthy start up potential and additional cost issues {#43}

Other

It's not clear what money is needed for, how much, what for? Need for money needs to be clear to all. {#38}

It is still not clear what actions or activities this group plans to undertake. This may influence the nuances of the governance structures. Available resources along with expectations for time commitment may influence who is able to participate in leadership, as well as how they are selected. These same considerations also influence who will be willing to participate in the organization and the extent to which they are willing to commit resources (funding, personnel time, etc) to the organization. {#39}

Positive and massive publicity will be empowering, but timing is critical. {#40}

To ensure continuity with national level ISA initiatives, the systems or step by step approach must still be exercised, but perhaps it can be exercised within the previously suggested governance structure. Training on the systems engineering or a systems approach will be necessary for those key stakeholders that are not familiar with this approach. The customer needs assessment must be completed to identify gaps and the products or services that can be provided or sponsored by this group of stakeholders. {#45}

it is crucial to remember that this approach is built on applying systems engineering to workforce development, so any governance structure should support that mechanism {#46}

While there are short-term advantages to using another organization as an umbrella, it might be counter-productive in the long-run. Less control over the structure of the organization and confusion with the objectives of the umbrella group. {#47}

10. systems engineering governance - is inherent to the tasks to identify needs and challenges in each stakeholder group and to articulate those needs and challenges across the stakeholder groups....this is the next step

Electronic Meeting Support Feedback

1. This meeting was a good investment of my time.

A) Ballot

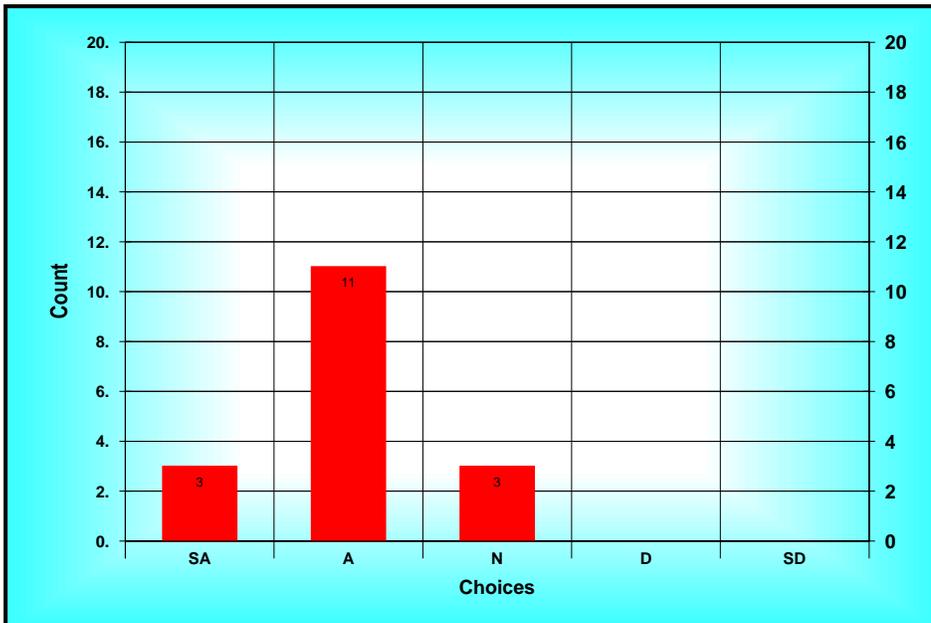
Method: Agree/Disagree (5-point)

Options: Allow Bypass

Descriptions: SA-Strongly Agree A-Agree N-Neutral D-Disagree SD-Strongly Disagree

B) Results Spread

<i>Choices</i>	<i>Count</i>	<i>Statistics</i>
SA(5)	3	Total 68
A(4)	11	Mean A(4.00)
N(3)	3	Mode A
D(2)	0	High SA
SD(1)	0	Low N
		STD 0.61
		N 18
		n 17



Results Chart (1. This meeting was a good investment of my time.)

2. Any additional comments or recommendations concerning the Intergrated Stakeholders Approach ?

Text Responses

Total Number of Respondents (N): 18

Number of responses to this question (n): 4

1. focus on aligning existing resources first!!
2. well organized meeting
very useful facilitation
3. suggest a talk about systems engineering to non System Engineering folks
4. less than 4 hours

3. EMS contributed to the productivity of this meeting.

A) Ballot

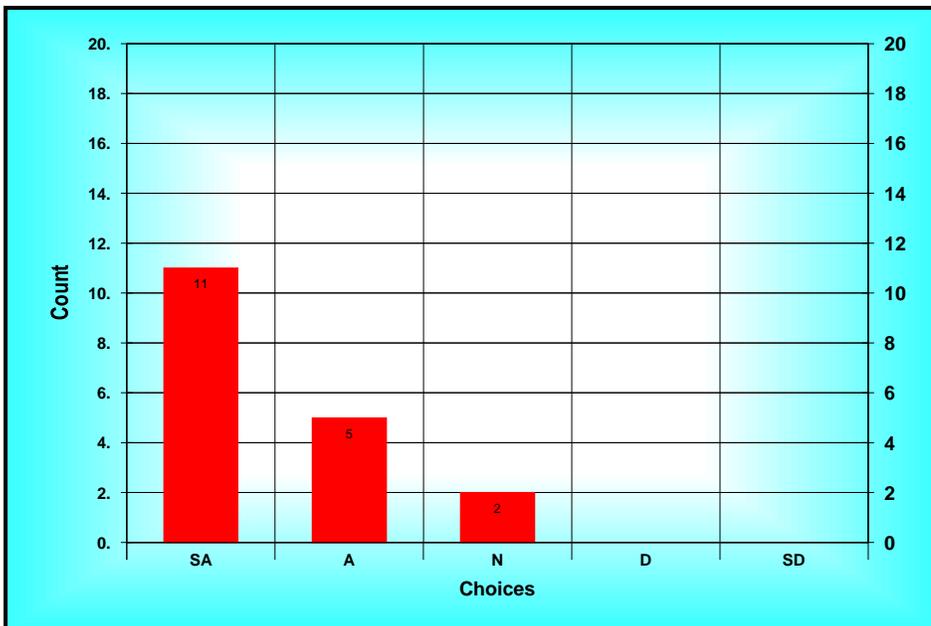
Method: Agree/Disagree (5-point)

Options: Allow Bypass

Descriptions: SA-Strongly Agree A-Agree N-Neutral D-Disagree SD-Strongly Disagree

B) Results Spread

Choices	Count	Statistics
SA(5)	11	Total 81
A(4)	5	Mean SA(4.50)
N(3)	2	Mode SA
D(2)	0	High SA
SD(1)	0	Low N
		STD 0.71
		N 18
		n 18



Results Chart (3. EMS contributed to the productivity of this...)

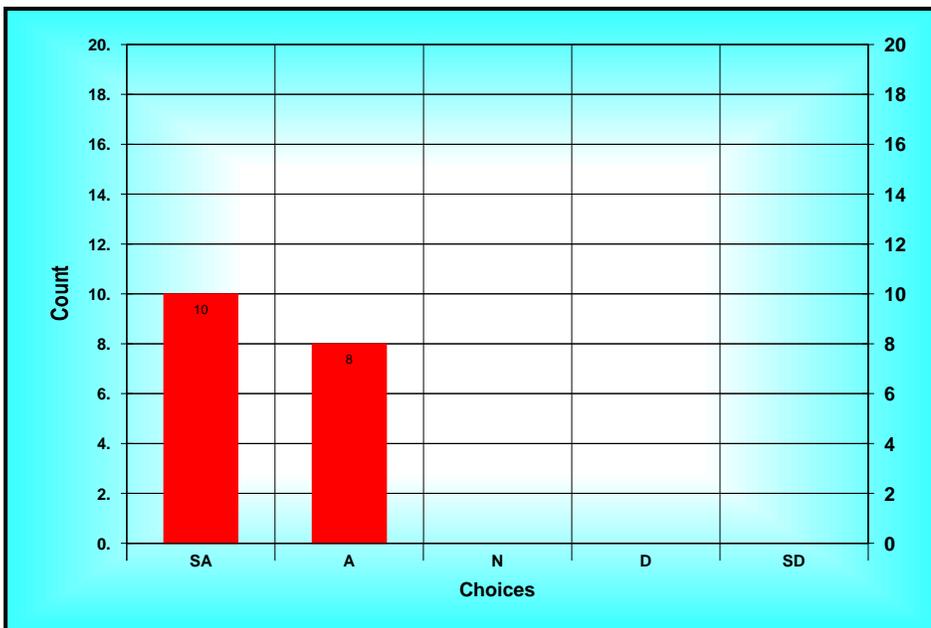
4. The EMS facilitator contributed to the productivity of this meeting.

A) Ballot

Method: Agree/Disagree (5-point)
Options: Allow Bypass
Descriptions: SA-Strongly Agree A-Agree N-Neutral D-Disagree SD-Strongly Disagree

B) Results Spread

<i>Choices</i>	<i>Count</i>	<i>Statistics</i>
SA(5)	10	Total 82
A(4)	8	Mean SA(4.56)
N(3)	0	Mode SA
D(2)	0	High SA
SD(1)	0	Low A
		STD 0.51
		N 18
		n 18



Results Chart (4. The EMS facilitator contributed to the...)

5. Please give your candid, but informal assessment of how much the productivity of this meeting was enhanced by the use of EMS. (In other words, we accomplished X% more with EMS than we would have accomplished without it.)

A) Ballot

Method: Multiple Selection
 Options: Allow Bypass
 Maximum Selections: [1]
 Descriptions: Choose one.
 Number of Choices: 7

B) Results Spread

Statistics

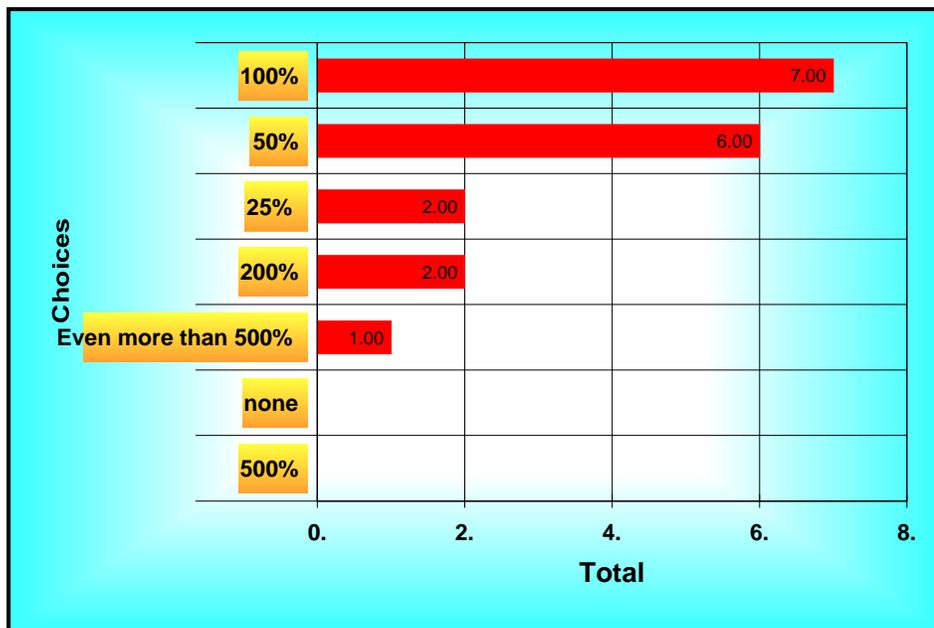
Total 5.00

N 18

Table Sorted By Total

Choices	Total
100%	7
50%	6
25%	2
200%	2
Even more than 500%	1
none	0
500%	0

Even more than 500% (We accomplished things in this session that could not have been accomplished by other methods.)



Results Chart (5. Please give your candid, but informal assessment...)

6. Is this the first time you have used EMS?

A) Ballot

Method: Yes/No
Options: Allow Bypass
Descriptions: Select either Yes or No.

B) Results Spread

<i>Choices</i>	<i>Count</i>
Y	3
N	15
Statistics	
Yes%	16.67
No%	83.33
N	18
n	18

7. What did you like about today? What did you think was effective or helpful?

Text Responses

Total Number of Respondents (N): 18

Number of responses to this question (n): 10

1. made very quick work of similar suggestions and focused in on the most meaningful
2. Group thought is powerful
3. Continued to push toward a final approach for how we are going to develop an ISA team. EMS is helpful -- I think it helps to facilitate discussions.
4. This is a very good way to "poll" the participants and arrive at some level of consensus. Gives the WG information on where to go from here.
5. efficiency and anonymity
6. throwing out a geographic location from the naming activity
7. Facilitator kept us on task
8. I liked that I gained a better understanding of where this group is relative to organizing itself.
9. very well organized- like how EMS promotes and logs idea sharing
10. liked the facilitation process

8. Other comments, suggestions or observations concerning EMS? Any recommendations for ways to improve future sessions?

Text Responses

Total Number of Respondents (N): 18

Number of responses to this question (n): 6

1. both the software and the facilitators were of immense value -- the only limitations are set by the meeting organizers
2. Keep up the good work.
3. It always takes more time than you think it should.
4. EMS seems to be a good tool, however I don't know the cost.

I feel that the group of ideas of the name of the organization was too quickly "bucketed". I think that the names should have been kept for the voting, but edited to delete references to geographic location.

5. works well for this type of meeting
6. Give an agenda